

# Larry Gillis

MPA, CPM, IPMA-CP



## **Job Titles:**

- Assistant Director
- Personnel Board Member, since December 2008

## **Agency (Cabinet/Department):**

- Personnel Cabinet / Department of Human Resources Administration
- Personnel Board

## **Education:**

Masters in Public Administration with an emphasis in Personnel Management (1995) - *Kentucky State University*

Bachelors in History/Political Science (1990) - *University of Kentucky*

## **Additional Training:**

Certified Public Manager, Governmental Services Center (2000)

Personnel Cabinet Leadership Institute (2009)

Certification in Prosci Change Management (2010)

## **Professional Associations:**

Kentucky Chapter of IPMA-HR (1997 to Present)

(International Public Management Association for Human Resources)

President 2012-2013, Southern Region Board 2013

NASPE (2009 to Present)

(National Association of State Personnel Executives)

**Work Experience:**

I have nearly 22 years of state service (all in the merit system), including working in the following agencies:

- Department for Libraries and Archives
- Natural Resources and Environmental Protection Cabinet
- Department of Corrections
- Transportation Cabinet
- Cabinet for Health and Family Services
- Personnel Cabinet
- Personnel Board

In these agencies, my job titles have included:

- Personnel Management Specialist
- Personnel Management Specialist, Sr
- Personnel Management Specialist III
- Personnel Administrator
- Personnel Branch Manager
- Assistant Director
- Personnel Board Member

**Why I am a candidate for the Personnel Board:**

I am a current member of the Personnel Board and the familiarity with the caseload and procedures will allow me to continue to represent merit employees without any disruption in service. My experience in the aforementioned agencies has proven to be very valuable as a Personnel Board Member.

In addition, I am the Assistant Director of the Division of Employee Management within the Department of Human Resources Administration of the Personnel Cabinet, and our division oversees the state payroll, classification and compensation systems. Our division also provides guidance on many of the regulations and statutes affecting state employees including salary advancements, classification changes, working hours and leave. In this position, I have worked with all the state agencies and have become familiar with internal procedures, job classifications and working conditions - all of which has helped me in deciding cases before the Personnel Board.

In my previous positions at the Department of Corrections, Transportation Cabinet and the Cabinet for Health and Family Services, I was responsible for writing disciplinary letters and testifying before the Personnel Board, so I am very knowledgeable of the statutes and regulations that cover state employees. My varied experiences at the Personnel Cabinet and other agencies provide me with a unique perspective on the needs of the Commonwealth's workforce.

**Additional Comments:**

Besides hearing appeals, the Personnel Board is also responsible for safeguarding the Merit System, and I wholeheartedly support this charge. I am proud to call myself a state employee. In addition, the Personnel Board has the responsibility to educate state employees on the principles of the Merit System and I take this responsibility very seriously. For the past three years, I have organized a Personnel Board panel at the Fall Conference for the Kentucky Chapter of IPMA-HR.

The Personnel Board should be a service to state employees, rather than a last resort when an employee has been "penalized". As your representative, I am available to talk with employees and agency personnel officials on the principles of the Merit System or other Human Resource topics of concern. Of recent, I have been a guest speaker at the following:

- 2008 EEO Conference, Lexington
- 2008 IPMA-HR Conference, Carrollton
- 2009 Ten-Ure Conference, Louisville
- 2009 IPMA-HR Conference, Carrollton
- 2010 Personnel Cabinet DHRA Managers Retreat, Frankfort
- 2010 Frankfort Rotary Club, Frankfort
- 2011 IPMA-HR Conference, Carrollton
- 2011 GAPS Managers' Disciplinary Training (multiple sessions), Frankfort
- 2012 IPMA-HR Conference, Carrollton
- 2013 IPMA-HR Conference, Carrollton
- 2014 COS User Group, Frankfort

**"Protecting our Merit System Remains My #1 Priority"**

**"Experience Counts"**

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Kentucky Personnel Board"**

**Email me at: [LarryGillisforPersonnelBoard@gmail.com](mailto:LarryGillisforPersonnelBoard@gmail.com)**

